



**Tempe Police Department
Organizational Services Division**

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June 11, 2014

Michael Jenkins, President
National Internal Affairs Investigators Association, INC.
PO Box 2905
Fargo, North Dakota 58108

RE: 2014 Nomination for Internal Affairs Investigator of the Year Award

Dear Mr. Jenkins,

In response to your letter received March 24, 2014, I would like to take this opportunity to nominate Sgt. Michael Evans of the Tempe Police Department to receive the 2014 NIAIA Investigator of the Year Award. His service to the Tempe Police Department Internal Affairs Unit - as well as the department as a whole and the community we serve - exemplifies his consistent professionalism, dedication to service, and commitment to the service of others making him the best candidate for this award.

Sgt. Evans – a 16.5 year veteran of the Tempe Police Department – has served as our department's Internal Affairs Sergeant for approximately the last 4 years. During that time, he has served as the primary investigator on a number of high profile incidents including, but not limited to: multiple officer involved shootings, allegations of excessive uses of force, incidents of significant employee criminal misconduct, allegations of biased based enforcement, and allegations of sexual harassment. Additionally, Sgt. Evans has become a sought after Internal Affairs subject matter instructor conducting continuing education for our department's line-level and supervisory employees, as well as for outside agencies who have invited him to speak at panel presentations and in-service training seminars. And finally, Sgt. Evans currently serves as a reserve Mounted Sergeant on our department's Mounted Unit; the Lead Advisor to the Tempe Police Department's Explorer Program; and a member of the all-volunteer Tempe Police Department Pipes and Drum Team.

If one were to solicit feedback about Sgt. Evans from Tempe Police employees – sworn and civilian alike – they would say that he is caring, compassionate, energetic, detail oriented, and a true fact finder. Moreover, Sgt. Evans is considered by the Tempe Officer's Association (union) to be a fair, approachable, and thorough investigator who treats everyone he comes into contact with, with the utmost respect.



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Due to city growth and development, over the past year, the Tempe Police Department's Internal Affairs Unit has experienced an increasing caseload. The following bulleted items provide some perspective as to just some of the things Sgt. Evans was involved with during this rating period:

- Sgt. Evans served as the supervisor and primary investigator for three officer involved shootings and a case supervisor for one additional officer involved shooting (the year prior, the Tempe Police Department experienced only one officer involved shooting).
- Sgt. Evans identified a system-wide policy/data input failure with respect to how personnel were reporting use of force incidents in BlueTeam/IA Pro which accounted for the over-reporting of use of force incidents. Upon identifying the issue, Sgt. Evans led a team to devise and implement an appropriate solution whereby he personally re-wrote policy, implemented a new data entry method, restricted access to the system to maintain data integrity, and developed a training curriculum to re-train employees.
- Sgt. Evans identified an internal trend with respect to IA caseload and developed a tracking system for IA cases complete with an automatic calendar to ensure investigations would be completed in a timely manner so as not to risk violating the provisions of Arizona's Police Officer Bill of Rights. This tracking system now allows members of command to get a real time update/status report as to any active/completed IA case.
- Sgt. Evans conducted multiple internal affairs training courses for recent new hire graduates of the Arizona Law Enforcement Academy; for newly promoted supervisors; and, for our city's Civilian Review Board (members of the CRB are appointed by the Tempe City Council to hold hearings and advise the chief of police on matters involving officer involved shootings, in-custody deaths, excessive use-of-force complaints, and any other complaint investigation appealed to the board by a complainant not satisfied with the outcome of their case).
- Sgt. Evans served as a panel member for a human resources/internal affairs conference in Cottonwood, Arizona.
- Sgt. Evans developed and delivered an extensive basic internal affairs investigations course for all first-line supervisors of the Sedona, Arizona Police Department.



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- Sgt. Evans conducted an internal affairs investigation which gained international media attention whereby a former narcotics investigator established an inappropriate relationship with one of the primary targets of an extensive narcotics investigation.
CNN link:
http://edition.cnn.com/video/?/video/bestoftv/2013/11/29/newday-elam-undercover-cop.cnn&iref=allsearch&video_referrer=http%3A%2F%2Fedition.cnn.com%2Fsearch%2F%3Fquery%3Dtempe%2Bpolice%2Bdetective%2Barizona%26primaryType%3Dmixed%26sortBy%3Drelevance%26intl%3Dtrue#/video/bestoftv/2013/11/29/newday-elam-undercover-cop.cnn
- Sgt. Evans conducted an internal investigation involving personnel from both the Tempe Police Department and a neighboring jurisdiction whereby multiple complainants made allegations of excessive use of force and biased based enforcement. Sgt. Evans was not deterred by what is best described as “social media gamesmanship” - where negative YouTube videos were posted online related to the incident. Based on factual information uncovered during the investigation, determined that all officers involved in the matter did not violate established policy.
YouTube Link: <http://www.youtube.com/watch?v=P2h3ia9DfQs>

The above listed samples are but just a few examples which illustrate the excellent work Sgt. Evans engages in on a daily basis. There is no doubt he is a self-motivated, positive, and energetic person who cares deeply about those around him. What is more, his core values remain steadfast at all times – a quality which is critical for internal affairs to possess so as to be both effective and respected.

In closing, it is without reservation that I nominate Tempe Police Sgt. Michael Evans for the 2014 NIAIA Investigator of the Year Award. Not only is he a fine internal affairs investigator, he is a stellar police officer who takes to heart his oath of office.

Respectfully Submitted,

Lt. Scott Smith
Organizational Services Division

Cc: Commander Mike Horn, Organizational Services Division
To File